

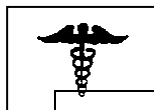


HM CAREER PATH FULL TIME SUPPORT (FTS)

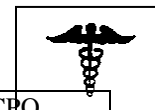


Hospital Corpsmen (HM) assist health care professionals in providing medical and dental care to Navy and Marine Corps personnel and their families, and perform other duties that aid in the prevention and treatment of disease and injury. They may function as clinical or specialty technicians, medical administrative personnel, and health care providers. They may also serve as field Corpsmen with the Marine Corps, rendering emergency medical treatment to include initial treatment in a combat environment. Qualified HMs may be assigned as Independent Duty Corpsman (IDC) aboard ships, expeditionary, special warfare, and at isolated duty stations where no Medical Officer is available.

YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	Tour Length	TYPICAL CAREER PATH DEVELOPMENT
26-30	HMCM HMCS	19.6 Yrs 18.9	CSEL, CMC	36/36 36/36	Follow on Shore Tour (Notes 1, 2, & 3) Billet: CSEL, Major/Operational Staff, TYCOM (CNRFC, CNAFR MARFORRES), OPNAV, BUPERS, NPC, BUMED, DHA. Duty: Echelon III/Regiment and above staff
23-26	HMCM HMCS HMC	19.6 Yrs 18.9 13.3	CSEL, CMC, ECM, Detailer	36/36 36/36 36/36	Follow on Shore/Sea Tour (Notes 1, 2 & 3) Billet: CSEL, Major/Operational Staff, TYCOM (CNRFC, CNAFR MARFORRES), OPNAV, BUPERS, NPC, BUMED, DHA. Duty: Echelon IV/Battalion and above staff
20-23	HMCM HMCS HMC	19.6 Yrs 18.9 13.3	CSEL, CMC, CSC, ECM, Detailer	36/36 36/36 36/36	6 th Sea/Shore Tour (Note 1, 2, & 3) Billet: CSEL, Dir/Dept LCPO, IDC, ISIC, SEMA Duty: Ship, Air Wing, BUMED, TYCOM (CNRFC, MARFORRES), FMF SSP, NECC, NSW, MTF, NOSC, RCC, NPC, OPNAV, CNRC, RDC, DHA.
16-20	HMCM HMCS HMC HM1	19.6 Yrs 18.9 13.3 8.5	OCS, MSC-IPP, MECP, CSEL, CMC, CSC, ECM, Detailer	36/36 36/36 36/36 36/36	5 th Sea/Shore Tour (Note 1, 2, & 3) Billet: CSEL, Dir/Dept LCPO, IDC, ISIC, SEMA, LPO, CCC, Instructor Duty: Ship, Squadron, FMF SSP, NECC, NSW, MTF, NOSC, RCC, NPC, BUMED, CNRC, RDC or the DHA.
12-16	HMCS HMC HM1 HM2	18.9 Yrs 13.3 8.5 3.7	OCS, MSC-IPP, MECP, CSEL, CSC, ECM, Detailer	36/36 36/36 36/36 36/36	4 th Sea/Shore Tour (Notes 1, 2, & 3)



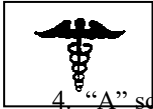
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						Billet: CSEL, Dept LCPO, LPO, SMDR, IDC, General Duty HM, Technician, CCC Duty: Ship, Squadron, FMF SSP, NECC, NSW, MTF, NOSC, RCC, NPC, BUMED, DHA, CNRC, RDC
	YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO ADVANCE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	Tour Length	TYPICAL CAREER PATH DEVELOPMENT
	8-12	HMC HM1 HM2	13.3 Yrs 8.5 3.7	STA-21, OCS, MSC-IPP, MECP, ECM, Detailer	36/36 36/36 36/36	3rd Sea/Shore Tour (Notes 1, 2, & 3) Billet: Dept LCPO, LPO, SMDR, General Duty HM, Technician, IDC, Instructor, CCC. Duty: Ship, Squadron, FMF, MTF, NECC, NECC, NRC, IDC, or advanced C-School training, NPC, BUMED, RDC, DHA, NRPDC
	4-8	HM1 HM2 HM3	8.5 Yrs 3.7 1.5	STA-21, OCS, MSC-IPP, MECP	36/36 36/36 36/36	2nd Sea/Shore Tour (Notes 1, 2 & 3) Billet: Dept LPO, SMDR, General Duty HM, Technician. Duty: Ship, Squadron, FMF SSP, MTF, NOSC, RCC, NECC, NPC, IDC, RDC, DHA and other advance "C" School training
	1-4	HM2 HM3 HN	3.7 Yrs 1.5 1	Naval Academy, NROTC, STA-21, MECP	36/36 36/36 36/36	1 st Sea Tour (Notes 1, 2 & 3) Billet: Ship, FMF, Squadron, NCHB, 1 st Shore Tour (36 Months) Billet: NOSC, FMF SSP, NSA, NAF, "C" School. Duty: (Note 1) General Duty HM or Technician if pipelined to NEC
	1+/-	HN HA Accession Training	9 Months		36/36	Recruit Training and schools or training events are required to be completed prior to reporting to first command.

Notes:

1. The FTS HM rating is shore centric.
2. The FTS HM rating promotes as a rate, not by NEC.
3. The majority of general duty billets (0000/L03A) within the rating have minimal type 2 or 4 duty opportunity.



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4. “A” school is required. FTS HMs earn journeymen NECs (i.e. L04A, L12A, L23A, L31A) early in a career and transition to senior NECs (L10A) or HM 0000/L03A leadership positions as their career progresses.

5. FTS HMs have opportunities to qualify for multiple warfare designations, and when assigned to units eligible for qualifications, are required to do so by program instruction. FTS HMs may also earn the MTS qualification.

6. Special Duty/Flag Screening Assignments: OPNAV, NPC, BUPERS, MARFORRES, CNRFC, BUMED, the DHA, Recruit Division Commander, Shore/Sea Special Programs IAW MILPERSMAN 1306-900 series/PERS-409 and Instructor Duty are very demanding assignments and should be given consideration.

7. IA/GSA deployments or Humanitarian Relief/Disaster Relief (HR/DR) missions should be considered, but those alone should not outweigh 36 months of sea duty (type 2 and 4 duty).

8. Completion of the Senior Enlisted Academy (SEA) or any other academies per MILPERSMAN 1306-925 and Executive Medical Department Enlisted Course (EMDEC) should be considered when evaluating Senior Enlisted personnel.

Considerations for Advancement from E6 to Master Chief.

- Sea Assignment, assigned to BUMED, TYCOMs (MARFORRES, CNRFC, CNAFR), NPC, BUPERS, Instructor Duty, or the Defense Health Agency (DHA) are carefully screened against highly competitive candidates and selected for high priority assignment that should be given special consideration.
- Personnel assigned to Navy Operational Support Centers (NOSC) **SHALL** complete the NOSC Watchstander PQS (NAVEDTRA 43075)
- Personnel assigned to RTC, OTC and Naval Academy as a Recruit Division Commander, are carefully screened and selected for this high priority assignment.
- Extra consideration should be given to those who earn qualifications outside their normal job scope to enhance unit mission readiness.
- FDNF, whether on sea duty or at OCONUS: NOSC, FMF SSP, or MTF is considered challenging and helps meet the primary mission of the Navy, Navy Medicine, and the Navy and Marine Corps Reserve.
- Strong documented leadership results serving in “**high priority**” in positions:
 - Sea duty DLCPO / FMF Regimental SEL / ROLE III / MTF Directorate SEL / ISIC / Senior Enlisted Medical Advisor (SEMA)
 - FMF Battalion LCPO / Sea duty Division LCPO / MTF Departmental LCPO
 - LCPO/SNCOIC
 - NCOIC/LPO
 - ALPO

Consideration for Advancement from E6 to E7

- Documented Technical Expertise in Rating/NEC and Sailorization
- Command or Assistant Command Collateral with documented impact (CFL, DAPA, UPC, etc.)
- Documented FCPOA leadership or strong involvement
- Documented Sailor 360 involvement and leading a committee

Consideration for Advancement from E7 to E8

- Documented Command Collateral Duty with documented impact (CFL, DAPA, UPC, etc.)
- Documented CPO Mess/CPOA leadership or strong involvement
- Documented Sailor 360 and CPO Initiation involvement and leading a committee

Consideration for Advancement from E8 to E9

- Command Collateral Duty with documented impact (Senior Enlisted Watch Bill Coordinator (SEWBC), Warfare Program Coordinator, CFL, DAPA, UPC, etc.)
- Documented CPOA leadership and strong involvement while holding a position
- Documented Sailor 360 and CPO Initiation committee lead or strong involvement
- Extra consideration should be given to personnel who successfully chair regional or base-wide Sailor 360 or CPO Initiation programs.